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AFQT: HISTORICAL DATA (1958-1972)

Bernard D. Karpinos

Human Resources Research Organization

Prepared for:

Assistant Secretary of Defense (Manpower and Reserve Affairs)

June 1975

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Bernard D. Karpinos

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The purpose of the study was not only to indicate changes in the Armed Lorces Qualification Test (APQI) values, but to identify as well the factors that effected such changes. Data presented cover 14.5 years, and relate to pre-inductees who were selected by the Selective Service System for first time examination to determine their moral, mental, and medical fitness for military service. "Preinductees" replaces the term "draftees" used in previous studies. The study provides detailed data on distribution by mental category

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SPECIAL REPORT

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BASIC OVERVIEW

Scope and Objective of Report

This report was prepared in response to a request to the Department of Defense by the General Accounting Office (GAO) for overall historical AFQT (Armed Forces Qualification Test) data. Specifically, the requested data are to reflect changes over time in the mean or other related AFQT values. This report provides such data.

The presented data cover a period of some 14.5 years: from 1958 through fiscal year 1972. They relate to preinductees; namely, to registrants who were forwarded for the first time by the Selective Service System to the Armed Forces Examining and Entrance Stations (AFEES) for determining their moral, mental, and medical fitness for military service, and subsequent or immediate induction, if found qualified for such service. (In former studies (3-5), the term "draftees" has been used having the same connotation as the present term "preinductees.") For establishing the mental qualification, each examined preinductee at the AFEES has been given the AFQT, irrespective of his medical qualification, and the results of this mental test have been reported in terms of percentile score on his examination reports.

Two examination forms: DD 47 ("Record of Induction") and Standard Form 88 ("Report of Medical Examination") are accomplished at the AFEES for each examinee. (Copies of these forms are shown in Appendix D.) In addition to the AFQT percentile scores, shown on both DD Form 47 and Standard Form 88, DD Form 47 (item 10) provides detailed data on the examinee's educational attainment: years of school completed. These data, i.e., the AFQT percentile scores and educational attainment records are the basis of the presented findings.

Specific Periods and Population Bases

The data were obtained for the following time periods: a. 1958-1963; b. 1964-1968; c. August 1969-January 1970; and d. fiscal years 1971 and 1972.

A 50-percent randomly selected sample was coded and tabulated for the 1958-1963 time period, involving some 331,000 examination forms; a 20-percent similar sample was utilized for 1964-1968 time period, involving some 103,000 examination forms; complete coverage of all examinees was used in the 1969-1970 time period, involving some 478,000 examination forms, and similarly for fiscal years 1971 and 1972, a total of some 853,000 examination forms was coded and tabulated for this study.

For a proper understanding of the derived findings, it was thought most pertinent to provide a basic overview of the AFQT: its development and its objectives.

The Armed Forces Qualification Test (AFQT)

Evolution of the AFQT. The Armed Forces Qualification Test (AFQT) evolved from the experience gained by the Armed Forces with selection of men for military service in World War II and during the period immediately following the war--with the experience of the Alpha and Beta mental tests of World War I in the background. This accumulated experience strongly indicated a necessity of finding means by which the examinee's mental ability could be reliably assessed as to his potential trainability and usefulness for military service.

The Alpha and Beta tests of World War I may be thus regarded as the prototype of the AFQT, and the Army General Classification Test (AGCT), used in World War II by the military services, as its progenitor. After World War II, when each military service resorted again to its own recruiting of manpower, each of them developed its own mental tests for selection. Though different in structure, primarily with respect to cut-off scores, the tests were essentially the same with respect to content areas, relying on the time-honored items of vocabulary, arithmetic, and spatial relationships.

In 1948, anticipating a request for a uniform mental test as a result of the military unification provided by Congress, the services set up a working group for such a test to be used by all of them. This group agreed on the following with respect to objective and structure of the test: a. The test should represent a "global" measure of mental ability; b. it should, therefore, contain items like those used by the various services in their individual classification tests--namely, vocabulary, arithmetic reasoning, and spatial relations; c. it should minimize the importance of speed, so that mentally capable persons who are somewhat slower would not be penalized; and d. it should reduce to a minimum, consistent with clarity, the difficulty of verbal instructions relating to test items. The AFQT is the results of the cooperative effort of this working group.

Its Objectives. The AFQT was delegated a dual function: a. To differentiate the examinees who can effectively acquire military skill from those who cannot — in order to eliminate the latter group, and b. to provide a general index of the potential usefulness for military service of the examinees who qualified for military service, commensurate with their mental ability.

In its dual function, the AFQT has been used thus both as a screening and a classification device. The AFQT became operative in mid-year of 1950.

Early Versions. During the first two and one-half years (from July 1950 through December 1952), the AFQT consisted of 90 questions equally divided among the three content areas -- vocabulary, arithmetic, and spatial relationships. Structurally, it was a spiral omnibus type of test; that is, it was arranged in cycles of increasing difficulty and each cycle contained an equal number of questions of comparable levels of difficulty in each content area. It is a self-administered test, and it was designed to emphasize power rather than speed.

Current Versions. The current versions of the AFQT became effective in 1953. They differ from the early versions (prior to 1953) in that a fourth content area was added, relating to knowledge of tool functions -- providing, presumably, an additional measure of abilities applicable to military service.

The current versions of the AFQT consist of 100 questions equally divided among the above-mentioned four content areas; namely, word knowledge; arithmetic reasoning; spatial perception; and knowledge of tool functions. The questions are arranged, as those in the early versions, in a progressive order of difficulty.

It has been stated authoritatively that "items similar to items in the AFQT are widely used in the civilian sector to measure potential for success in formal academic training and in selection for jobs of all types at all levels. (6)

Net Raw Scoring. With the introduction of the current versions, the formula for scoring was modified to provide for greater accuracy in the test scores close to the minimum standards of acceptance. Under the earlier tests, the raw scores were based on the number of questions answered correctly. To counteract potential "successful guessing," the new scoring formula provided for subtracting a fraction (a third) of the number of questions answered wrongly from the number of questions answered correctly, not counting omitted questions. These are the "net raw scores."

The test questions are of the usual multiple-choice type--with four possible answers to each question. (See (6): The Armed Forces Qualification Test (AFQT), Information Pamphlet.)

<u>Passing Score</u>. In terms of "net raw score," the minimum qualifying score on the AFQT is 25 "net" correct answers, which is equivalent to 10 percentile AFQT score, established as minimum requirement by law. This bottom group includes persons "in which a preponderant percentage would be failures" for military service. (6)

Percentile AFQT Scures. In order to supply meaning to the scoring for comparative analysis, the examinee's "net raw score" (based on correct "net" answers) is converted into percentile score, which thus establishes his relative standing in a "standard population" used as a frame of reference. This is done on the basis of specific conversion tables applicable to the particular version of the test. Thus, the percentile score of 10 on the basis of his "net raw score" on the AFOT indicates that only 10 percent of the standard population scored lower and 90 percent scored as high or higher than the examinee. A percentile score of 93 means that only 7 percent in the standard population scored as high or higher than the examinee. Since the percentile distribution by AFOT was correlated and equated with that of the AGCT of World War II, the AFQT percentile scores reflect World War II mobilization population. Actually, the AGCT was standardized on the military personnel, officers and enlisted men, of all military services, as of the end of 1944. Since exemptions and deferments from military service were then at a minimum, it was assumed that the 1944 military population could be taken as "unbiased representation of the civilian manpower pool with respect to age, education, occupational status, and geographic deistribution." The current mobilization population may differ in its distribution from that of World War II. However, inasmuch as all AFOT scores were standardized on the same basis, the presented comparative analyses, are assumedly not affected by it. (See (1) for further discussion of the standardization problem.)

AFQT Mental Categories. In order to provide a more workable (operational) classification of the examinee's degree of trainability, the percentile scores on the AFQT have been condensed into five mental categories. The mental categories; the required "net" correct answers for each mental category; the percentile scores on the AFQT included in each mental category; and the percentages of the standard population within each mental category are as follows:

| AFQ1 Mental Category | Net Correct Answers | Percentile Score | Percent of the Standard Population in Each Mental Category |
|-------------------------|------------------------|---------------------|---|
| I | 100-89 | 100-93 | 7 |
| II | 88-74 | 92-65 | 28 |
| III | 75-53 | 64-31 | 34 |
| IV | 52-25 | 30-10 | 21 |
| | 24 or less | 9 or below | 10 |

The mental categories obviously indicate progressive gradation of trainability. As previously stated, a percentile score of 10 was fixed by Congress as the minimum mental requirement. Accordingly, examinees scoring 9 and below, namely, those within Mental Category V, do not meet legally the minimum mental requirement.

Added Aptitude Tests

From the time it was initiated until August 1958, the AFQT was the only mental test used at the Armed Forces Examining and Entrance Stations (AFEES) (formerly named the Armed Forces Examining and Induction Stations, AFEIS)—for determining the examinee's mental qualification for military service. Examinees in Mental Category IV, as those in the upper mental categories (III-I), were considered, prior to August 1958, as fully mentally qualified for military service. Military experience, however, with the effectiveness of job assignment revealed that an appreciable number of qualified examinees in Mental Category IV did not possess sufficient aptitude to assimilate training even in the most basic military skills. This was found on the basis of specific mental tests, namely, the Army Classification Battery (ACB) administered at the Army reception centers for assignment purposes. As a result of these findings, the ACB testing was transferred in August 1958 to the AFEES (or AFEIS) for supplementary testing—to be used concomitantly with the AFQT for the purpose of eliminating such examinees at the AFEES.

In mid-September of 1961, the ACB was replaced by an equivalent test, namely, AQB-1 (Army Qualification Battery-1)--a shorter (timesaving) test which was presumably better adapted for measuring the narrower range of aptitudes required as a screening device at the AFEES.

In July, 1962, a new version of the AQB was adopted--in effect until May 1973. This AQB comprises the following seven aptitude areas: IN-Infantry; AE--Armor, Artillery, or Engineering; EL--Electronics; GM--General Maintenance; MM--Motor Maintenance; CL--Clerical; and GT--General Technical.

Only examinees in mental category IV on the AFQT have been subject to these additional (AQB) tests at the AFEES for mental qualification purposes.

Specific AQB qualifying standards were established which have radically varied from time to time. For example, during the period from May 1963-November 1965, when the AQB requirements were the strictest, only about one-third (31 percent) of the preinductees in mental category IV were able to meet the prevailing AQB standards. These standards were eventually lowered, so that during the period from December 1966 up to the end of the draft (end of fiscal year 1973), some 85 percent of the preinductees in mental category IV were able to meet the existing (during that period) AQB requirements. (See, Appendix B in which these percentages are given by time-period, and (4)(5) for a detailed discussion of the various AQB standards and the resulting mental test failures.)

Present Concern

Our present concern, however, is not with the mental test failures of preinductees, including both the AFQT and AQB failures, but with the basic distributions of the preinductees by AFQT scores, prior to their AQB testing. Such basic data are presented here——in order to trace any changes in the AFQT values that could have occurred over time and to evaluate the factors that could have brought about such changes.

Factors Affecting the AFQT Values

Whatever the underlying socio-economic, cultural, and other factors might be in affecting AFQT values, statistically the AFQT values during any given time-period depend on \underline{a} . The prevailing distribution of the examinees by educational attainment, and \underline{b} . the specific AFQT values by educational attainment. There is a definite positive correlation between educational attainment and AFQT scores; e.g., high school graduates will on the whole score higher on the test than examinees with less than high school education; similarly, examinees above high school education will on the whole score higher than high school graduates. (See (2) and (3).) Obviously, a comparatively more favorable distribution by educational attainment should naturally result in comparatively higher AFQT values, unless, of course, there was a decline in the specific scores by education that might wholly or partially counterbalance gains through the more favorable distribution by educational attainment. To repeat, the objective of this report is not only to indicate changes in the AFOT values, but to identify as well the factors that effected such changes.

Basic Data

Toward accomplishing the above-stated objective, four basic tables were generated: Tables IS-4S, which present detailed cross-distributions of AFQT percentile score by educational attainment (Appendix A). These tables cover the following time-periods: Table IS -- 1958-1963; Table 2S -- 1964-1968; Table 3S -- August 1969-January 1970; and Table 4S -- fiscal years 1971 and 1972.

The "Total" column of each table provides distribution of the total group by the specified percentile score. (One may be puzzled by the widely fluctuating frequencies of these distributions. See Appendix D as to the reasons for these fluctuations; also Appendix E for the conversion table.)

The "Total" row of each table provides detailed distribution by educational attainment.

The basic data of the individual columns have been used for computing specific AFQT values by educational attainment.

These distributions provide thus bases for computing educational and AFQT values by period and tracing any changes.

Changes in Educational Attainment

The changes in the distribution of the preinductees by educational attainment are clearly reflected in the summary data as shown in Table 1. (As previously indicated, the detailed distributions by education are shown in the "Total" row of each basic table.)

Table 1

Preinductees: Educational Attainment (Years of School Completed),

by Specified Time Periods
(1958-1972)*

| Time | Years of Scho | ool Comple | eted: Percent | Median Years of |
|-------------------------------|--------------------------|----------------|------------------------|------------------|
| Period | Less than High School | High School | High School or More | School Completed |
| 1958-1963 | 44.1 | 34.8 | 55.9 | 12.17 |
| 1964-1968 | 33.5 | 43.0 | 66.5 | 12.38 |
| Aug 1969-Jan 1970 | 22.4 | 43.9 | 77.6 | 12.63 |
| Fiscal Years 1971 and 1972 | 22.6 | 35.6 | 77.4 | 12.77 |

^{*} Derived from Tables 1S-4S ("Total" rows).

Whereas some 44 percent of the preinductees in the early (1958-1963) period completed less than high school, 22.6 percent of them fell in that educational category in fiscal years 1971 and 1972. This indicates a drop of some 50 percent in the magnitude of this educational group. Simultaneously, these data indicate that the percent of preinductees who completed high school or more increased from 55.9 percent in the earliest (1958-1963) period to 77.4 percent in fiscal years 1971 and 1972 -- an increase of some 38.5 percent.

These imposing favorable changes are further demonstrated by the increasing median years of school completed -- a commonly used index of educational attainment. The median years of school completed rose from 12.2 years to 12.8 years during this presented period. These changes may be presumably regarded as closely representative of educational changes in total male population within the military age range, primarily within the 18-21 age groups.

Changes in the Distribution by AFQT Percentile Scores

For easier comprehension of the changes that have taken place during the presented time-periods with respect to the distributions of the preinductees by percentile AFQT score, as depicted in the "Total" columns of the source tables (1S-4S) -- the distributions are presented in Table 2 as cumulative percent; namely, Table 2 shows the percent scoring specified percentile score or higher. For instance, the data as presented in Table 2, show that while in (1958-1963) 43.5 percent of the examinees scored 50 percentile or higher, the corresponding percent for this percentile were 48.5 in (1964-1968); 52.0 in (August 1969-January 1970); and 52.0 in fiscal years 1971 and 1972 -- clearly pronounced improvements.

These changes are graphically brought out in Figure 1. The graphs to the right of the "standard population"-graph signify less favorable distributions by AFQT percentile score than that of the "standard pupulation." This is true of the (1958-1963) and (1964-1968) periods.

The graphs to the left of the "standard population"-graph indicate a more favorable distribution by percentile score than that of the "standard population". This holds for the latest two time-periods. Again, as with respect to educational attainment, these are positive and quite impressive findings.

Table 2

Preinductees: Percent Scoring Specified Percentile Score or Higher on the Armed Forces Qualification Test (AFQT), by Specified Time Periods (1958-1972)*

| AFOT | Percent Scori | | FQT Percentile Sco I Time Periods | ore or Higher, |
|---------------------|---------------|-----------|--------------------------------------|--------------------------------|
| Percentile Score | 1958-1963 | 1964-1968 | August 1969- January 1970 | Fiscal Years: 1971 and 1972 |
| 93 | 9.0 | 6.7 | 6.2 | 6.5 |
| 85 | 16.5 | 15.9 | 16.6 | 17.7 |
| 80 | 20.9 | 22.6 | 23.6 | 25.3 |
| 75 | 24.3 | 25.4 | 26.6 | 28.5 |
| 70 | 28.8 | 31.4 | 33.0 | 35.2 |
| 65 | 32.2 | 34.3 | 35.7 | 38.2 |
| 60 | 36.1 | 39.9 | 42.3 | 45.1 |
| 55 | 39.0 | 43.2 | 46.2 | 49.0 |
| 50 | 43.5 | 48.5 | 52.0 | 55.0 |
| 45 | 46.6 | 52.2 | 56.0 | 59.1 |
| 40 | 50.2 | 55.7 | 59.7 | 62.9 |
| 35 | 53.3 | 58.7 | 63.1 | 66.1 |
| 31 | 58.6 | 66.2 | 70.2 | 73.1 |
| 25 | 62.5 | 69.2 | 73.7 | 76.6 |
| 21 | 67.0 | 73.0 | 76. 6 | 79.4 |
| 15 | 74.2 | 80.2 | 83.8 | 86.0 |
| 10 | 81.5 | 36.8 | 89.4 | 90.9 |
| 0 | 100.0 | 100.0 | 100.0 | 100.0 |

^{*}Derived from Tables 1S-4S ("Total" columns).

Preinductees: Percent Scoring Specified Percentile Score or Higher on the Armed Forces Qualification Test (AFQT), by Specified Time Periods (1958-1972)*

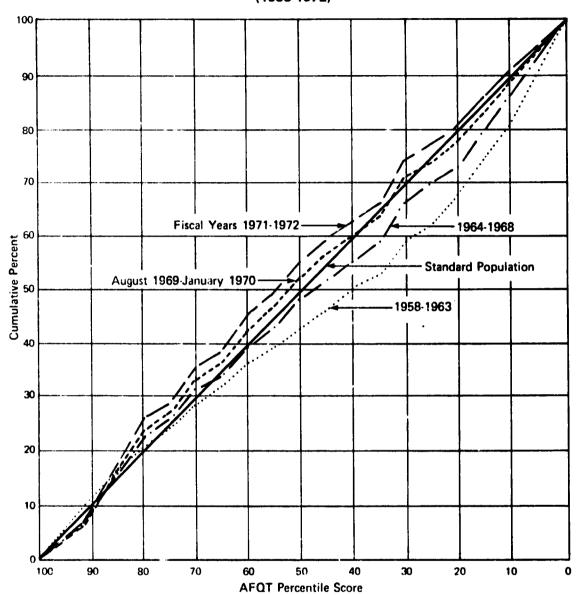


Figure 1

Changes in the Distribution by Mental Category

In a condensed form, the changes in the distribution by AFQT percentile score are portrayed in Table 3 where the distributions are presented in terms of AFQT mental category.

Table 3

Preinductees: Distribution by Mental Category, by Specified Time Periods (1958-1972)*

| Mental | | Percent | by Specified 7 | Time Periods |
|----------|-----------|-----------|------------------------------|--------------------------------|
| Category | 1958-1963 | 1964-1968 | August 1969- January 1970 | Fiscal Years: 1971 and 1972 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 |
| I | 9.0 | 6.7 | 6.2 | 6.5 |
| 11 | 23.2 | 27.6 | 29.5 | 31.7 |
| 111 | 26.4 | 32.0 | 34.5 | 34.9 |
| IV | 22.9 | 20.6 | 19.2 | 17.8 |
| v | 18.5 | 13.2 | 10.6 | 9.1 |

^{*} Derived from Tables 1S-4S ("Total" columns).

Most impressive is the pronounced drop in the percent of preinductees in mental category V, namely, preinductees scoring below the AFQT percentile score 10 which is, as previously indicated, a disqualifying score. The percent in mental category V dropped from 18.5 percent in the earlier period to 1 percent in the latest period -- a drop of somewhat over 50 percent. Next is the significant decrease in the percent of preinductees in mental category IV. There were naturally substantial increases in the remaining mental categories, specifically in the mental categories III and II. The mental category I shows a decrease which might be contributed to changes in the deferment policies with regard to college students. (See (3).)

Positive Changes in the AFQT Values

The AFQT values derived from the basic distributions are expressed in Table 4 in terms of median and mean values.

Table 4

Preinductees: Percentile Score on the Armed Forces Qualification
Test (AFQT), by Specified Time Periods
(1958-1972)*

| man pout d | AFQT Per | centi | le Score |
|--------------------------------|----------|-------|----------|
| Time Period | Median | | Mean |
| 1958-1963 | 40.3 | | 34.3 |
| 1964-1968 | 48.0 | | 38.3 |
| August 1969- January 1970 | 51.7 | | 42.0 |
| Fiscal Years: 1971 and 1972 | 54.2 | | 43.7 |

^{*} All values were derived from Tables 1S-4S.

Both the median AFQ1 percentile scores and the corresponding mean AFQT values indicate pronounced increases. The median AFQT percentile score gradually increased from a percentile score of 40.3 in the earliest (1958-1963) period to 54.2 percentile score in fiscal years 1971 and 1972. The mean AFQT values, of course, indicate the same positive trend by increasing from a value of 34.3 percentile score in the earliest specified period to 43.7 percentile score during the latest period.

Changes in the Specific AFQT Percentile Score by Educational Attainment

The specific AFQT values by educational attainment are shown in Table 5. As stated before, these values in terms of percentiles were computed from the individual columns as shown in the basic tables 1S-4S.

Table 5

Preinductees: Mean Specific AFQT Percentile Score by Educational Attainment (Years of School Completed) and Mean Standardized AFQT Percentile Score by Specified Periods

(1958-1972)*

Years of Mean Percentile AFQT Scores, by Specified Periods School 1958-1964-Completed August 1969-Fiscal Years: 1963 1968 January 1970 1971 and 1972 Elementary School: Under 5 5.0 5.0 5.1 6.8 5 - 811.9 12.0 11.1 12.0 High School: 18.0 18.0 17.7 9 18.0 26.2 26.3 25.0 26.3 10 - 11 12 44.1 43.7 41.5 42.8 College: 60.6 62.0 58.4 58.0 1 2 - 368.3 68.8 65.4 66.2 4 or more 72.3 72.5 71.6 70.0 Mean Standardized

45.4

43.0

45.4

AFOT Percentile

Scores

A mere glimpse at these values would reveal that changes for the better occurred among youths of the lowest educational level (under 5 years of school). (Their number is relatively very small, as indicated in the source tables 1S-4S). However, for the remaining educational levels, there were hardly any changes at all. It seems that the high school and the college youths of the latest periods fare no better on the AFQT than the respective youths of 15 years ago.

43.7

^{*} All specific values were derived from the individual columns of Tables 1S-4S. The standardized values were derived from the specific values by assuming for all periods the same distribution by educational attainment as for fiscal years 1971 and 1972.

This is further demonstrated by the standardized AFQT percentile scores (given at the bottom of Table 5), computed by holding educational attainment constant. This simply implies, that were it not for the better distributions of the preinductees by educational attainment, as illustrated above (Table 1), their actual mean AFQT percentile scores would have remained about the same.

The standardized means indicate scores of 43.0 percentile in the (1969-1970) period and somewhat higher--43.7 percentile--in fiscal years (1971-1972), as compared with 45.4 percentile in the (1958-1963) and (1964-1968) periods.

A Final Note

The findings presented here relate to the United States as a whole. There are marked racial and geographic differences with respect to the distributions by educational attainment, as well as to the specific AFQT values by educational attainment. Clearly, a proper evaluation of the changes that occurred for the United States: Total requires a detailed differential study by geographic area and race. In other words, it is of most importance and of most concern to find out not only what the geographic and racial differences are, but what kind of changes occurred within each of the differential groups. Such a study is in progress.

The study will provide basic data, as those given in Tables 1S-4S, by geographic area and by race within each geographic area--for each of the presented time-periods, and will present a detailed analysis of these data.

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APPENDIX A

Source Tables: 1S-4S

The cross-distributions of the AFQT (Armed Forces Qualification Test) percentile scores by educational attainment, presented in the Source Tables 1S-4S, were derived from analogous original tables differentiated by race and covering the same time periods. Inasmuch as there are racial differences both with respect to the distribution by educational attainment, as well as with respect to the specific AFQT scores by education, the presented distributions by period were obtained by equally weighting the corresponding cross-distributions by race. The weighting for each period was accomplished on the basis of 8:2 ratio -- Caucasian and Other Races (non-Negro): Negro, respectively.

A comprehensive study is in progress which will evaluate the relationship between AFQT values and educational attainment by geographic area and race for the presented time periods.

Table 1S

Preinductees: Cross Distribution by Educational Attainment and Percentile Score on the Armed Forces Qualification Test (AFQT) and Mental Category, by A. Race, and B. Geographic Area

(Calendar Years 1958-1963)

Population Base: 10,000

898 TOTAL 747 443 458 338 388 295 977 354 389 10,020 1.853 337 451 721 United States--Total 4 or More 69 52 62 62 20234 œ 787 231 141 16 25 25 25 25 27 27 215 College 49 39 24 863 31 23 Years of School Completed (Highest Grade or Year) B. Geographic Area: 23 25 22 28 82 9 0 œ 458 143. 319 168 314 163 223 169 194 149 226 152 225 139 143 199 193 2 201 162 3,482 High School 10-11 52. 76 59 130 400 51 45 108 129 215 4 67 1,825 2023 46 59 106 796 σ œ 14 212 261 a 31 99 ဆူ 9 6 6 23 21 78 93 862 1,649 Elementary School 177 Total Under 5 4 ı œ 140 A. Race: 124 Percentile Scores Below 10 92.85 54.60 73.75 74.70 59-55 54-50 49-45 30.25 24.21 20.15 100-93 69.65 6.4.60 44-40 39-35 14.10 TOTAL Wental Qualification AFOT Catagory Licotal > = Ξ ≥

Table 25

Preinductees: Cross Distribution by Educational Attainment and Percentile Score on the Armed Forces Qualification Test (AFQT) and Mental Category, by A. Race, and B. Geographic Area (Calendar Years 1964-1968)

Population Base: 10,000

| | | A. Race: To | Total. | | | B. Geog | Geographic Area: | Unites Sta | StatesTotal | |
|----------|------------------------------|-------------|-------------------|------|----------------|-------------------|---|------------|-------------|--------|
| Mental Q | Mental Qualification AFOT | | | | Years of Schoo | il Completed (Hig | Years of School Completed (Highest Grade or Year) | ar} | | |
| Nental | Percentile | Elementa | Elementary School | | High School | | | College | | |
| Category | Scores | Under 5 | 5-8 | 6 | 10-11 | 12 | 1 | 23 | 4 or More | IOIAL |
| - | 100.93 | - | 1 | 2 | 22 | 222 | 114 | 179 | 131 | 671 |
| | 92-85 | - | 3 | 9 | 20 | 400 | 151 | 189 | 124 | 923 |
| = | 84-80 | - | 7 | 80 | 67 | 328 | 96 | 117 | 67 | 699 |
| = | 79.75 | - | 2 | 7 | 24 | 140 | 70 | 43 | 25 | 8/2 |
| | 74.70 | 1 | 9 | 6 | 99 | 318 | 80 | 78 | 67 | 602 |
| | 69.65 | 9 | 3 | 9 | 31 | 152 | 36 | 36 | 21 | 285 |
| | 64-60 | • | 11 | 14 | 67 | 308 | 99 | 99 | 35 | 565 |
| | 59.55 | - | 7 | 10 | 77 | 181 | 34 | 32 | 17 | 325 |
| | 54.50 | • | 15 | 18 | 81 | 292 | 53 | 95 | 25 | 530 |
| Ξ | 49-45 | _ | 13 | 15 | 65 | 207 | 33 | 28 | 13 | 374 |
| | 44-40 | - | 91 | 19 | 99 | 186 | 29 | 25 | 11 | 352 |
| | 39-35 | - | 15 | . 13 | 19 | 160 | 20 | 17 | 80 | 298 |
| | 34-31 | - | 53 | 52 | 174 | 381 | 77 | 34 | 14 | 752 |
| | 30-25 | ı | 28 | 26 | 78 | 137 | 13 | 10 | 3 | 295 |
| 2 | 24-21 | | 97 | 37 | 106 | 162 | 14 | 6 | 7 | 378 |
| 2 | 20-15 | 1 | 109 | 81 | 218 | 283 | 19 | 12 | 3 | 726 |
| | 14.10 | 3 | 129 | 83 | 205 | 218 | 12 | 9 | 1 | 657 |
| > | Below 10 | 27 | 677 | 208 | 395 | 229 | α | 4 | ı | 1,320 |
| | TOTAL | 31 | 910 | 615 | 1,792 | 4,304 | 860 | 937 | 551 | 10,000 |
| | | | | | | | | | | |

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Preinductees: Cross Distribution by Educational Attainment and Percentile Score on the Armed Forces Qualification Test (AFQT) and Mental Category, by \underline{A} . Race, and \underline{B} . Geographic Area

Mental Category, by A. nate, and D. Geographic Area (August 1969 through January 1970)

| | | | | rengrey) | lace inrough | (August 1909 through January 1870) | 10 | | Populat | Population Base: 10,000 |
|----------|------------------------------|-------------|-------------------|----------|----------------|---|------------------|------------|-------------|-------------------------|
| | | A. Race I T | Total | | | B. Geog | Geographic Area: | United Sta | StatesTotal | |
| Mental Q | Mental Qualification AFQT | | | | Years of Schoo | Years of School Completed (Highest Grade or Year) | ghest Grade or) | (ear) | | |
| N'ental | Percentile | Elementa | Elementary School | | High School | | | College | | |
| Category | Scares | Under 5 | 58 | 6 | 10-11 | 12 | - | 23 | 4 or More | 101AL |
| _ | 100-93 | , | • | - | 9 | 128 | 81 | 139 | 269 | 624 |
| | 92-85 | , | | n | 23 | 326 | 153 | 209 | 317 | 1.032 |
| = | 8:1-80 | • | 1 | 7 | 26 | 270 | 104 | 128 | 173 | 902 |
| : | 79.75 | | 1 | 2 | 13 | 123 | 77 | 49 | 64 | 296 |
| | 74.73 | _ | 2 | 9 | 33 | 287 | 92 | 86 | 122 | 079 |
| | 69-65 | - | 1 | 3 | 17 | 130 | 38 | 38 | 46 | 273 |
| | 64-60 | • | 3 | 10 | 48 | 332 | 89 | 84 | 97 | 663 |
| | 59-55 | 1 | 3 | 7 | 33 | 201 | 27 | 77 | 97 | 381 |
| | 54.50 | - | 7 | 14 | 26 | 318 | 7.1 | 63 | 58 | 587 |
| Ξ | 49-45 | 1 | 9 | 12 | 43 | 218 | 4.2 | 38 | 33 | 392 |
| | 44-40 | • | 7 | 14 | 25 | 213 | 39 | 32 | 26 | 378 |
| | 39-35 | _ | 10 | , 14 | 47 | 188 | 33 | 24 | 18 | 334 |
| | 34-31 | ı | 26 | 39 | 415 | 403 | 09 | 43 | 29 | 715 |
| | 30-25 | ı | 16 | 22 | 62 | 199 | 28 | 17 | 6 | 353 |
| 2 | 24-21 | | 16 | 22 | 65 | 156 | 19 | 11 | ٠, | 280 |
| • | 20-15 | 2 | 59 | 70 | 168 | 361 | 3.6 | 17 | 7 | 718 |
| | 14-10 | 3 | 68 | 65 | 147 | 254 | 16 | 7 | 3 | 563 |
| ^ | Below 10 | 28 | 269 | 171 | 286 | 286 | ý | . 5 | 3 | 1,057 |
| | TOTAL | 33 | 967 | 619 | 1,229 | 4,393 | 666 | 1,046 | 1,325 | 10,000 |
| | | | | | | | | | | |

Table 45

Preinductees: Cross Distribution by Educational Attainment and Percentile Score on the Armed Forces Qualification Test (AFQT) and Mental Category, by A. Race, and B. Geographic Area

(Fiscal Years 1971 and 1972)

Population Base: 15,000

652 672 296 693 388 319 704 464 10,000 **709** 907 TOTAL 385 663 1,117 761 401 32ITotal 4 or More 145 184 32 9 ထ 804 39 -United States: 91 2,134 288 430 258 103 178 46 198 83 13 63 31 3313 14 College 23 Years of School Completed (Highest Grade or Year) B. Geographic Area: 59 56 185 130 55 50 110 330 1,242 93 34 15 23 2 3,560 240 109 275 17.6 148 322 160 126 278 200 115 283 235 105 163 260 178 187 2 High School 82 74 197 10-11 110 1,456 10 55 139 314 313 502020 165 21 120 œ 18 383 2 Ø 9 28 51 131 11 O 392 စ 12 13 48 211 21 51 **2**9 Elementary School Total 3 Under 5 ı ı ı ı 1 ı ı 7 ı 22 29 A. Race: Percentile 100-93 84-80 79-75 69-65 Below 10 92-85 74.70 64-60 59-55 54-50 49-45 39-35 34-31 30.25 24.21 20.15 14-10 Scores TOTAL Wental Qualification AFOT Category Nental Mental Ξ = > ≥

Preinductees: Percent in Menral Category IV Who Would Qualify Under the AQB Requirements of the Specified Periods

APPENDIX B

| Period | • | Mental Category der the Prevailin | |
|------------------------------|-------|--------------------------------------|------------------------------|
| | Total | High-School Graduates | Non-High School Graduates |
| Prior to August 1958 | 100.0 | 100.0 | 100.0 |
| August 1958 - May 1963 | 68.1 | 73.2 | 64.4 |
| May 1963 - November 1965 | 31.2 | 42.0 | 23.3 |
| November 1965 - April 1966 | 42.9 | 69.6 | 23.3 |
| April 1966 - October 1966 | 55.3 | 69.6 | 44.8 |
| October 1966 - December 1966 | 72.0 | 82.5 | 64.4 |
| December 1966 | 85.1 | 100.0 | 74.3 |

APPENDIX C: Examination Forms

- C (1) DD Form 47: Record of Induction
- C (2) Standard Form 88: Report of Medical Examination

Appendix C (1)

| | RECOR | O OF INDU | UCTION | | Form App Budget B | | .22-R003.4 | | | DO MO | T DE PAC | t THES S | TAMP | | ł |
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APPENDIX D

U. S. ARMY BEHAVIORAL SCIENCE RESEARCH LABORATORY Washington, D. C. 20315

CRDBSRL A

8 April 1968

MEMORANDUM TO: DR. KARPINOS

SUBJECT: AFOT Conversion Table

- 1. In the upper middle range of the AFOT conversion table (84 40 percentiles), the lower half of each decile has more raw score points than the upper half.
- 2. As a consequence, it is to be expected that operational AFOT distributions within the 84 40 percentile range will have more cases in the lower half of each decile than in the upper half. Analyses involving intervals of half-deciles should be undertaken with awareness of this difference. Where possible, it is recommended that the smallest interval be the decile.

A.G. Bayroff Senior Task Leader Input Quality Task

APPENDIX E

Armed Forces Ouglification Test (AFOT) —— Conversion Table: Raw Score to Percentile Score, By Mental Group

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